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No. 6254—I-FE-31/2013(Pt.)-ETET.

GOVERNMENT OF ODISHA

**EMPLOYMENT & TECHNICAL EDUCATION & TRAINING DEPARTMENT**

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**RESOLUTION**  
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The 25th October 2013

**SUBJECT**—Introduction of 3 (three) tier system of Teaching Faculties in Under Graduate and Post-Graduate Level Technical Institutions/Universities as per AICTE guidelines.

The question of re-designation of Teaching Faculties in Under Graduate and Post Graduate Level Technical Institutions/Universities as per AICTE guidelines was under consideration of Government for sometime past. After careful consideration, the State Government have been pleased to implement the 3 (three) tier system of Teaching Faculties viz. Asssitant Professor, Associate Professor and Professor in Under Graduate and Post Graduate Level Technical Institutions, Universities and its Constituent Colleges as per recommendation of AICTE Notification F. No. 37-3/Legal/2010, dated the 22nd January 2010. Accordingly the Clauses 5.1(I), 5.2 (i)(ii)(iii), 5.3(a) and 5.5 of Resolution No. 5673, dated the 23rd April 2013 and the O.R.S.P. (for Teachers of Degree Level Technical Institutions/Universities) Rules, 2010 are hereby amended as follows :

- 5.1 (I). (a) There shall be only three designations in respect of Teachers in Under Graduate and Post Graduate Level Technical Institutions, Universities and its Constituent Colleges of the State, namely Assistant Professor, Associate Professor and Professor.
- (b) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possess a Ph.D. and satisfies other academic conditions, as laid down by the AICTE from time to time. This shall, however, not affect those who are already designated as 'Professor'.
- (c) The pay of teachers and equivalent positions in Technical Institutions shall be fixed according to their designations in two Pay Bands of ₹ 15,600–39,100 and ₹ 37,400–67,000 with appropriate "Academic Grade Pay" (AGP in short).
- (d) The ratio of Professors to Associate Professor to Assistant Professor in U.G. College shall be ordinarily 1:2:6. The ratio of Professor to Associate Professor and Assistant Professor in P.G. College shall be 1:2.

## 5.2. Engineering Colleges (Degree Level)/Technical Institutions & Universities

### (i) Assistant Professor (earlier Lecturer) :

Existing Scale— ₹ 8,000–275–13,500

Revised Pay Scale— ₹ 15,600–39,100

AGP—₹ 6,000

Assistant Professors (earlier Lecturers) completing 4 years of service and possessing Ph.D. degree, or 5 years of service possessing M. Tech./M. Phil. Degree or completing 6 years of service without possessing M. Tech./M. Phil. and Ph.D. will be allowed AGP of ₹ 7,000/- in this Pay Band. The upward movement from AGP of ₹ 6,000 to AGP of ₹ 7,000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by AICTE.

### (ii) Assistant Professor (earlier Lecturer Sr. Scale) :

Existing Scale— ₹ 10,000–325–15,200

Revised Pay Scale— ₹ 15,600–39,100

+ AGP—₹ 7,000

### (iii) Assistant Professor [earlier Reader/Asst. Professor/Lecturer (Selection Grade) with less than 5 (five) years of service] :

Existing Scale— ₹ 12,000–420–18,300

Revised Pay Scale— ₹ 15,600–39,100

+ AGP—₹ 8,000

### (iv) Associate Professor [earlier Reader/Asst. Professor/Lecturer (Selection Grade) with 5 (five) years of service possessing the minimum qualification and other conditions for the post of Associate Professor as prescribed by the AICTE from time to time] :

Existing Scale— ₹ 12,000–420–18,300

Revised Pay Scale— ₹ 37,400–67,000

+ AGP—₹ 9,000

### (v) The Reader/Asst. Professor/Lecturer (Selection Grade) with 5 (five) years of service shall be designated as Associate Professor in the Pay Band ₹ 37,400–67,000 with AGP of ₹ 9,000 subject to fulfilment of minimum qualification and other conditions of Associate Professor as prescribed by AICTE from time to time. The Reader/Asst. Professor/Lecturer (Selection Grade) with 5 (five) years of service who does not possess the minimum qualification, availability of posts and other conditions for the post of Associate Professor as prescribed by the AICTE from time to time shall be placed only in the Pay Band of ₹ 37,400–67,000 with AGP of ₹ 9,000 with designation of Assistant Professor.

### (vi) The post of Associate Professor shall be in the Pay Band of ₹ 37,400–67,000 with AGP of ₹ 9,000. Directly recruited Associate Professor shall be placed in the Pay Band of ₹ 37,400–67,000 with AGP of ₹ 9,000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

### (vii) For initial direct recruitment at the level of Assistant Professor, Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the AICTE, through Regulations and as may be laid down by the AICTE.

## (viii) Professor :

Existing Scale— ₹ 16,400–450–20,900–500–22,400

Revised Pay Scale— ₹ 37,400–67,000

+ AGP—₹ 10,000

- (ix) Associate Professor completing 3 years of service in the AGP of ₹ 9,000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the AICTE. No teacher other than those with Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post Professors shall be ₹ 37,400–67,000 + AGP—₹ 10,000.

- (x) The pay of a directly recruited Professor shall be fixed at a stage not below ₹ 43,000 in the Pay Band of ₹ 37,400–67,000 + AGP—₹ 10,000.

## 5.3. Revised Scales of Pay of Teachers in the Universities

- (a) Assistant Professor [earlier Lectures, Lecturers (Sr. Scale) and Readers/Asst. Professors/Lecturers (Selection Grade)] in the Universities will have the same revised scales of pay as applicable to their counterparts in Government Degree Level Technical Institutions, Universities and its Constituent Colleges which will be as follow :

- (i) Assistant Professor (earlier Lecturer) :

Existing Scale— ₹ 8,000–275–13,500

Revised Pay Scale— ₹ 15,600–39,100

AGP—₹ 6,000

Assistant Professors (earlier Lecturers) completing 4 years of service and possessing Ph.D. degree, or 5 years of service possessing M. Tech./M. Phil. Degree or completing 6 years of service without possessing M. Tech./M. Phil. and Ph.D. will be allowed AGP of ₹ 7,000 in this Pay Band.

- (ii) Assistant Professor (Lecturer Sr. Scale) :

Existing Scale— ₹ 10,000–325–15,200

Revised Pay Scale— ₹ 15,600–39,100

+ AGP—₹ 7,000

- (iii) Assistant Professor [earlier Reader/Asst. Professor/Lecturer (Selection Grade) with less than 5 (five) years of service] :

Existing Scale— ₹ 12,000–420–18,300

Revised Pay Scale— ₹ 15,600–39,100

+ AGP—₹ 8,000

- (iv) Associate Professor [earlier Reader/Asst. Professor/Lecturer (Selection Grade) with 5 (five) years of service] possessing the minimum qualification and other conditions for the post of Associate Professor as prescribed by the AICTE from time to time :

Existing Scale— ₹ 12,000–420–18,300

Revised Pay Scale— ₹ 37,400–67,000

+ AGP—₹ 9,000

- (v) The Reader/Asst. Professor/Lecturer (Selection Grade) with 5 (five) years of service shall be designated as Associate Professor in the Pay Band ₹ 37,400–67,000 with AGP of ₹ 9,000 subject to fulfilment of minimum qualification, availability of posts and other conditions of Associate Professor as prescribed by AICTE from time to time. The Reader/Asst. Professor/Lecturer (Selection Grade) with 5 (five) years of service who does not possess the minimum qualification and other conditions for the post of Associate Professor as prescribed by the AICTE from time to time shall be placed only in the pay Band of ₹ 37,400–67,000 with AGP of ₹ 9,000 with designation of Assistant Professor.
- (vi) The post of Associate Professor shall be in the Pay Band of ₹ 37,400–67,000 with AGP of ₹ 9,000. Directly recruited Associate Professor shall be placed in the Pay Band of ₹ 37,400–67,000 with AGP of ₹ 9,000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.
- (vii) For initial direct recruitment at the level of Assistant Professor, Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the AICTE, through Regulations and as may be laid down by the AICTE.
- (viii) Professor :
- Existing Scale— ₹ 16,400–450–20,900–500–22,400
- Revised Pay Scale— ₹ 37,400–67,000
- + AGP—₹ 10,000
- (ix) Associate Professor completing 3 years of service in the AGP of ₹ 9,000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed, promoted and designated as Professor, subject to other conditions of academic performance as laid down by the AICTE. No teacher other than those with Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post Professors shall be ₹ 37,400–67,000 + AGP—₹ 10,000.
- (x) The pay of a directly recruited Professor shall be fixed at a stage not below ₹ 43,000 in the Pay Band of ₹ 37,400–67,000 + AGP—₹ 10,000.

#### 5.4. Pay Scales :

The existing pay scales/designations of different category of Teachers in Degree Level Government Engineering Colleges/Technical Institutions/Universities and its Constituent Colleges shall be revised as follows :—

Sl. No.	Existing name of the post	Existing scale of pay	Revised name of the post	Revised scales of pay
(1)	(2)	(3)	(4)	(5)
1.	Lecturers	₹ 15,600–39,100 + AGP—₹ 6,000	Assistant Professor	₹ 15,600–39,100 + AGP—₹ 6,000
2.	Lecturers (Sr. Scale)	₹ 15,600–39,100 + AGP—₹ 7,000	Assistant Professor	₹ 15,600–39,100 + AGP—₹ 7,000
3.	Lecturers (Selection Grade)/ Readers/Asst. Professor [with less than 5 (five) years of service].	₹ 15,600–39,100 + AGP—₹ 8,000	Assistant Professor	₹ 15,600–39,100 + AGP—₹ 8,000

Sl. No.	Exiting name of the post	Existing scale of pay	Revised name of the post	Revised scales of pay
(1)	(2)	(3)	(4)	(5)
4	Lecturers (Selection Grade)/ Readers/Asst. Professor [with 5 (five) years of service] without possessing the AICTE qualification and other conditions laid down for the post of Associate Professor by AICTE from time to time.	₹ 37,400–67,000 + AGP—₹ 9,000	Assistant Professor	₹ 37,400–67,000 + AGP—₹ 9,000
5.	Lecturers (Selection Grade)/ Readers/Asst. Professor [with 5 (five) years of service] with possessing the AICTE qualification and other conditions laid down for the post of Associate Professor by AICTE from time to time.	₹ 37,400–67,000 + AGP—₹ 9,000	Associate Professor	₹ 37,400–67,000 + AGP—₹ 9,000
6.	Associate Professor with 3 (three) years of service with Ph.D. and other conditions of academic performance as laid down for the post of Professor by AICTE from time to time.	₹ 37,400–67,000 + AGP—₹ 9,000	Professors	₹ 37,400–67,000 + AGP—₹ 10,000
7.	Professors	₹ 37,400–67,000 + AGP—₹ 10,000	Professors	₹ 37,400–67,000 + AGP—₹ 10,000
8.	Principal-cum-Professor	₹ 37,400–67,000 + AGP—₹ 10,000	Principal-cum-Professor	₹ 37,400–67,000 + AGP—₹ 10,000
9.	Vice-Chancellor	₹ 75,000 (fixed)	Vice-Chancellor	₹ 75,000 (fixed)

This has been concurred in by the Finance Department vide their U.O.R. No. 236-ES-II, dated the 10th December 2012.

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ORDER—Ordered that this Resolution be published in extraordinary issue of the *Odisha Gazettee*.

By order of the Governor

C. S. KUMAR

Commissioner-cum-Secretary to Government

TABLE-1

(i) Incumbent Assistant Professor and equivalent

Pre-revised Scale

Rs. 8,000–275–13,500/-

Revised Pay Band + AGP

Rs. 15,600–39,100/-+AGP 6,000/-

## Revised Pay

Pre-revised Basic Pay	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
8000	15600	6000	21600
8275	15600	6000	21600
8550	15910	6000	21910
8825	16420	6000	22420
9100	16930	6000	22930
9375	17440	6000	23440
9650	17950	6000	23950
9925	18470	6000	24470
10200	18980	6000	24980
10475	19490	6000	25490
10750	20000	6000	26000
11025	20510	6000	26510
11300	21020	6000	27020
11575	21530	6000	27530
11850	22050	6000	28050
12125	22560	6000	28560
12400	23070	6000	29070
12675	23580	6000	29580
12950	24090	6000	30090
13225	24600	6000	30600
13500	25110	6000	31110
13775	25630	6000	31630
14050	26140	6000	32140
14325	26650	6000	32650

TABLE-2

(i) Incumbent Assistant Professor (Sr. Scale) and equivalent

Pre-revised Scale

Rs. 10,000–325–15,200/-

Revised Pay Band + AGP

Rs. 15,600–39,100/-+AGP 7,000/-

## Revised Pay

Pre-revised Basic Pay	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
10000	18600	7000	25600
10325	19210	7000	26210
10650	19810	7000	26810
10975	20420	7000	27420
11300	21020	7000	28020
11625	21630	7000	28630
11950	22230	7000	29230
12275	22840	7000	29840
12600	23440	7000	30440
12925	24050	7000	31050
13250	24650	7000	31650
13575	25250	7000	32250
13900	25860	7000	32860
14225	26460	7000	33460
14550	27070	7000	34070
14875	27670	7000	34670
15200	28280	7000	35280
15525	28880	7000	35880
15850	29490	7000	36490
16175	30090	7000	37090

TABLE-3

(i) Incumbent Assistant Professor and equivalent with less than 5 years of service

Pre-revised Scale

Revised Pay Band + AGP

Rs. 12,000–420–18,300/-

Rs. 15,600–39,100/-+AGP 8,000/-

## Revised Pay

Pre-revised Basic Pay	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
12000	22320	8000	30320
12420	23110	8000	31110
12840	23890	8000	31890
13260	24670	8000	32670
13680	25450	8000	33450
14100	26230	8000	34230
14520	27010	8000	35010
14940	27790	8000	35790
15360	28570	8000	36570
15780	29360	8000	37360
16200	30140	8000	38140
16620	30920	8000	38920
17040	31700	8000	39700
17460	32480	8000	40480
17880	33260	8000	41260
18300	34040	8000	42040
18720	34820	8000	42820
19140	35610	8000	43610
19560	36390	8000	44390



TABLE-4

(i) Incumbent Associate Professor and Assistant Professors and equivalent with 5 years of service

Pre-revised Scale

Revised Pay Band + AGP

Rs. 12,000–420–18,300/-

Rs. 37,400–67,000/-+AGP 9,000/-

## Revised Pay

Pre-revised Basic Pay	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
13260	37400	9000	46400
13680	37400	9000	46400
14100	37400	9000	46400
14520	37400	9000	46400
14940	38530	9000	47530
15360	38530	9000	47530
15780	39690	9000	48690
16200	39690	9000	48690
16620	40890	9000	49890
17040	40890	9000	49890
17460	42120	9000	51120
17880	42120	9000	51120
18300	43390	9000	52390
18720	43390	9000	52390
19140	44700	9000	53700
19560	44700	9000	53700

TABLE-5

(i) Incumbent Professor/Professor-cum-Principals and equivalent

Pre-revised Scale

Rs. 16,400–450–20,900–500–22400/-

Revised Pay Band + AGP

Rs. 37,400–67,000/-+AGP 10,000/-

## Revised Pay

Pre-revised Basic Pay	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
16400	40890	10000	50890
16850	40890	10000	50890
17300	42120	10000	52120
17750	42120	10000	52120
18200	43390	10000	53390
18650	43390	10000	53390
19100	44700	10000	54700
19550	44700	10000	54700
20000	46050	10000	56050
20450	46050	10000	56050
20900	47440	10000	57440
21400	47440	10000	57440
21900	48870	10000	58870
22400	48870	10000	58870
22900	50340	10000	60340
23400	50340	10000	60340
23900	51860	10000	61860